

# worklifeELEVATED

State of Utah employee newsletter May/June 2018

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A publication of the Department of  
Human Resource Management

UTAH  
LIFE ELEVATED

## *Congratulations to this year's Governor's Awards for Excellence winners!*



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Photos by Ashlee Buchholz

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**Governor's Office of Energy**  
Michele Pasker for Leadership

**Department of Administrative Services**

Fleet Operations Vehicle Replacement Team for Energy & Environment: Eric Gardner, Anne Stehno, Amanda Ronan, Tamara Anton, Karen Maycock, Kevin Lucas

**Board of Education**

Scott Jones for Innovation & Efficiency

**Department of Commerce**

CSD (Controlled Substance Database) Patient Dashboard Project Team for Innovation & Efficiency: David Furlong, Melanie Wallentine, Ronald Larsen, Anna Fondario, Kailah Davis, Elizabeth Brutsch, Judd Houser, Sam Albornoz, Joseph Sharp, Casey Wardle, Wu Xu

**Department of Health**

Dr. Wu Xu, Ph.D. for Outstanding Public Service

**Utah National Guard**

Utah Army National Guard Aviation Detachment for Humanitarianism

**Department of Human Resource Management**

DHS HR Field Office for Innovation & Efficiency: Rachelle Baadsgaard, Nancy Bauman, Paul Edlefsen, Colette Hudson, Jay Jensen, Monica Jimenez, Paul Long, Jeremy Marsh, Tammy Magee, Alan Owens, Devin Patrick, Laura Pouillon, Peggy Romney, Lyndrea Schauer, Tina Sweet, Debi Tripp

**Department of Public Safety**

Operation Rio Grande DPS Team for Outstanding Public Service: Colonel Brian Redd, Major Jess Anderson, Major Tyler Kotter

**Department of Technology Services**

Operation Rio Grande Website & Application for Innovation & Efficiency: Mark Schultz, Diane Pfeifer, Brent Fife, Wes Miles, Ryan Burton, Amber Johnston, David Fike, Ty Burton, Gary Ray, Heather Kunz, Sudha Rajamani, Jodie Okumura, Brent Neal, Ashley Alonso, Michael Beynon, Adam Staks, Frank Luthi, Keith Scholl, Ken Wheeler

**Department of Transportation**

John Gleason for Outstanding Public Service

**Department of Heritage & Arts**

Change Leader Program Team for Leadership: Laurel Cannon-Alder, Jason Bowcutt, and Tracy Hansford

**Department of Corrections**

Marc Miller and Seth Peterson for Heroism

**Department of Human Services**

Steven Parker for Humanitarianism

**Financial Institutions**

Eva Rees for Outstanding Public Service

**Governor's Office of Economic Development**

Vicki Varela for Leadership

**Department of Natural Resources**

Fred Hayes for Outstanding Public Service

**Science Technology & Research**

USTAR Technology Tiger Team for Innovation & Efficiency: Dr. Barbara Araneo, Dr. Andrew Sweeney, Linda Cabrales, Kristen Jensen





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## Department of Environmental Quality

Lead in Schools Team for Energy & Environment: Emily Frary, Sam Grenlie, Gary Rager, Deidre Beck, Melissa Noble, Colt Smith, Marie Owens, Renette Anderson, Donna Spangler, Jared Mendenhall, Christine Osborne

## Tax Commission

Lynn Solarczyk for Leadership

## Utah School for the Deaf and Blind

Jared Felt for Leadership

## Labor Commission

Paul Cannon for Leadership

## School and Institution of Trust

Ryan Kulig for Innovation & Efficiency

## Department of Agriculture and Food

Rick Beckstrand for Leadership

## Alcoholic Beverage Control

DABC Employee Work Group for Leadership: Juanita Gonzales, Kathleen Jacobson, David Ekstrom, Ryan Hill, Thao Than Trong, Ryan Heffner, Jerry Capito, James Westbrook, Sunny Drapeaux, Anthony Reeves, Val Dunaway, Jeana Whitlock

## Governor's Office

Operation Rio Grande Team for Leadership: Lieutenant Governor Spencer Cox, Paul Edwards, Kirsten Rappleye, Anna Lenhardt

## Department of Insurance

Tanji Northrup for Leadership

## Department of Workforce Services

Operation Rio Grande Leadership Team for Leadership: Jon Pierpont, Casey Cameron, Greg Paras, Jonathan Hardy, Rebecca Banner, Loggins Merrill, Kathy Bounous, Stephen Lisonbee, Brandon Andersen, Ian Conway, Jennifer Edwards and Tricia Davis



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Open Enrollment Ends June 8<sup>th</sup>

\*\*\* There is still time to make changes to your benefits\*\*\*

<b>Act NOW!</b> <b>Only during open enrollment for these benefits</b>	<b>Review Now!</b> <b>Just in case you need to make changes to your benefits</b>
<ul style="list-style-type: none"> <li>✓ <b>Flexible Spending</b> <ul style="list-style-type: none"> <li>▪ <b>Enroll</b></li> <li>▪ <b>Re-enroll</b> (<i>it's not auto-renewed</i>)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Attend a <a href="#">Virtual Benefit Fair</a></b> <ul style="list-style-type: none"> <li>▪ Traditional benefit fairs ended 5/18</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>✓ <b>Hyatt Legal</b> <ul style="list-style-type: none"> <li>▪ Enroll</li> <li>▪ Terminate coverage (is auto-renewed if not cancelled)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Update</b> Beneficiaries           <ul style="list-style-type: none"> <li>▪ HSA and life insurance</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>✓ <b>Short Term Disability</b> <ul style="list-style-type: none"> <li>▪ Terminate coverage</li> <li>▪ Enroll anytime (penalty applies)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Review</b> your medical, dental, and vision coverage</li> </ul>
<ul style="list-style-type: none"> <li>✓ <b>Review/Update</b> <ul style="list-style-type: none"> <li>▪ <i>Medical</i></li> <li>▪ <i>Dental</i></li> <li>▪ <i>Vision</i></li> </ul> <i>Changes must be made before 6/8/18</i> </li> </ul>	<ul style="list-style-type: none"> <li>✓ <b>Check out</b> virtual healthcare options           <ul style="list-style-type: none"> <li>▪ Virtual doctor visits with Intermountain Connect Care</li> <li>▪ Free virtual mental health visits via Blomquist Hale               <ul style="list-style-type: none"> <li>○ Call 1-800-926-9619 to sign up</li> </ul> </li> </ul> </li> </ul>

Need assistance navigating open enrollment? PEHP has put together an ***Open Enrollment Guide***, which can be found on the [Employee Gateway](#).

If you have questions, please [AskHR](#) or call the ERIC at **(801) 538-3742**.

# Hey, It's a COLA!

By Kimberly Diamond-Smith

Most state employees will be receiving a COLA equivalent this year. Not the brown carbonated drink, flavored with extract from cola nuts, but a 2.5% pay increase instead. Unlike with a general increase, the current salary ranges won't fizzle out and become outdated. Effective June 30, 2018, the salary ranges will increase concurrently with incumbent pay by 2.5%.

Within Senate Bill 8, known as the Compensation Bill, it stated that a 2.5% general salary increase will be given to state and higher education employees. With a general increase, the incumbent receives pay, but the existing salary ranges are not adjusted. The Legislature decided to provide funding equivalent to a COLA instead of a general increase, which means that ranges will move concurrently with pay. While some Executive Branch agencies may choose to pay their employees a bit differently, due to the receipt of discretionary funding, most Executive Branch employees will receive a 2.5% pay and range increase. Discretionary agencies may choose to give larger increases or smaller increases to employees based on seniority, performance, recruitment and retention difficulties, or other justifiable reasons.

The acronym COLA stands for Cost of Living Adjustment, which was enacted as part of the 1972 Social Security Amendments. The purpose was to ensure that the purchasing power of Social Security and Social Security Income (SSI) benefits would not be eroded by inflation. COLA increases are determined by an increase in the Consumer Price Index (CPI). The CPI is administered by the Federal Department of Labor and has a direct correlation with the prices for goods and services. When the CPI is increased, the automatic COLA provides an equivalent increase for Social Security and SSI benefits.



## Live Electric EV Discount is Back!

Low maintenance costs, cheap charging rates, and no tailpipe emissions. Now is the time to switch to an electric vehicle! We're so excited to announce that the Live Electric EV Discount is back. Utah Clean Energy, Rocky Mountain Power, and Nissan of America have teamed up to offer a \$3,000 discount on all models of the 2018 Nissan Leaf through June 30th to Rocky Mountain Power utility customers and State of Utah employees. State employees must provide proof of employment by the State of Utah, so grab your ID badge or most recent pay stub!

With nearly half of local air pollution coming from our cars, electric vehicles (EVs) are a great air quality solution. EVs have zero tailpipe emissions and will continue to get cleaner as we shift to more renewable energy.

[Click here](#) to learn more about EVs and how you can participate in the Live Electric EV Discount program.

Additional Questions? Contact Michelle Brown, Coordinator of Resource Stewardship with Department of Administrative Services, for more information contact:

**[michellebrown@utah.gov](mailto:michellebrown@utah.gov)**  
**Office: 801-538-3246**

# May is Women's Health Month!

Woman often wear so many hats, it can be easy to put health and wellness needs on the back burner. Whatever your life situation might be, the demands of work, school, raising a family, care taking or just keeping up with the daily stressors of life might make it difficult to take care of you. Small, but deliberate choices each day can help you feel your best and reduce the risks of chronic disease. Need some examples to get you started?

- Take a walk for 30 minutes. Regular physical activity can reduce your risk for breast cancer, colon cancer, type 2 diabetes, heart disease and stroke and dementia.
- Do something to help you manage stress. Perhaps your daily walk can help with this, or you might benefit from 15 minutes of meditation, a yoga class, a talk with a friend, or reading a good book.
- Try this: [5 Minute Breathing Meditation](#)
- Get at least 3 servings of vegetables. Enjoy them in a stir fry, roast some broccoli as a side dish, include a salad as an afternoon snack.
- Take time to schedule your annual health screenings. Your age and family history determine what you need. Learn more here: [Steps for Better Health by Age](#)

## Need some ideas to stay healthy in the workplace?

- Organize a lunchtime walk with your coworkers
- Encourage everyone to stand at your next meeting
- Host a healthy potluck or lunchtime salad bar
- Start a friendly competition with coworkers - Track your steps, water intake, or other healthy activities
- Bring in light weights you can use at your desk



# STAYING STRESS FREE IN THE WORKPLACE

## #1 LEARN TO RELAX

Everyone gets stressed. Take a few minutes each day to calm yourself down. By doing this, you can help to stay stress free.



## COMMUNICATE #2

When we spend so much of our time around our co-workers, it is common to find things that irritate you. Learn to address your concerns in a considerate manner and openly communicate with others to create a better workplace environment.

## #3 TIME IS ON YOUR SIDE

Feeling like there is a lack of time to complete your daily tasks is a common reason why we get stressed. Plan your tasks at the start of the day, and try sticking to that schedule as much as possible.



## AVOID OVERLOAD #4

Try to keep in mind that you don't always have to say "yes" to everything. Schedule your workload more effectively, and make note of how many additional tasks you can take on.





Administrative Office  
2120 State Office Building  
Salt Lake City, UT 84114  
Telephone: 801-538-3025



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**Newsletter Staff:**

Jerilea Buckley	Tammy Magee
Traci Graft	Brittani Mitchell
Cass Hart	Debra Valentine
Shane Krebs	Kelley Whalen